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Applicant and the undersigned would like to thank the Examiner for her efforts in the examination of this application. Reconsideration is respectfully requested.

I. Claim Objections

The Examiner has objected to Claim 5 as missing a word.

Applicants appreciate the Examiner's pointing out this typographical error, and correction has been made to insert the word "course" between "mapped" and "with". The "mapped course" has been referred to previously in the same claim.

II. Rejection of Claim 2 under 35 USC 112

The Examiner has rejected Claim 2 as being indefinite.

This rejection is respectfully traversed. The Examiner is respectfully requested to review the following table:

Course 1	Skill level achievable	2
	Prerequisite skill level	1
Course 2	Skill level achievable	3
	Prerequisite skill level	2

Assume that the Skill Level currently possessed by the user is 1, and the skill level desired to be possessed is 3. Course 1 is the first course, and has a prerequisite skill level less than or equal to the possessed skill level, namely, 1. Course 1 has an achievable skill level of 2, which is less than the desired skill level of 3; so a second course, Course 2, is located.

Course 2 has a prerequisite skill level less than or equal to the first course achievable skill level, here, both equal to 2. Course 2 also has an achievable skill level (3) greater than the first course achievable skill level (2). By completing Courses 1 and 2, the user presumably can sequentially gain the desired skill level of 3 by getting to level 2 with Course 1 and then to level 3 with Course 2.

Therefore, Claim 2 is not believed indefinite, and has not been amended.

III. Rejection of Claims 1-3 under 35 USC 102(b)

The Examiner has rejected Claims 1-3 under 35 USC 102(b) as being anticipated by Ho et al. (U.S. Patent No. 6,126,448).

Independent Claim 1 has been amended to more particularly point out that which Applicants regard as their invention. Specifically, a step is recited for selecting between two options for adding a course to a training regimen. The first option is an automatic linkage created between a mapped course and a set of training interventions to be recommended to the user. The second option is a "manual" review of the mapped course(s) by an administrator, who can decide whether to select a mapped course for inclusion in the set of training interventions. ✓

Ho does not teach or suggest the offering of such a selection to an administrator; ✓
rather, "attributes" or key words of a document are compared with a "job position", and a "learning determinator" makes an automatic determination of "learning materials" to be presented to the user.

Therefore, it is believed that independent Claim 1, and Claim 3 dependent therefrom, are not anticipated by Ho.

Claim 2 has been amended to be independent, incorporating the elements of Claim 1 as originally submitted. The rejection of this claim is respectfully traversed.

The portion of the Ho specification cited by the Examiner in the rejection of this claim [col. 5, lines 41-44] reads: "Further, the determinator, **204**, can also identify from the learning database the learning materials that one should have acquired to accomplish one or more of these jobs." At best, one could interpret this sentence as including the determinator scanning the learning database for learning materials matching a job description or desired skill, these learning materials possibly addressing a deficiency in the user's current state of proficiency (the "skill gap"). There is no suggestion or teaching to sequentially fill the skill gap with a plurality of courses of ever-increasing difficulty as determined by a skill level comparison. ✓

Therefore, it is respectfully believed that Claim 2 is not anticipated by Ho.

IV. Rejection of Claims 4-6 under 35 USC 103(a)

The Examiner has rejected Claims 4-6 under 35 USC 103(a) as being unpatentable over Ho et al. and known prior art.

As these claims are indirectly dependent from Claim 1, these claims are also believed patentable over the cited art.

V. New Claims 7-9

New Claims 7-9 have been added to more particularly point out that which Applicants regard as their invention.

Claim 7 recites an algorithm for the course relevancy ranking and course inclusion processes. It is respectfully believed that the cited art does not teach or suggest such a mathematical method of making a relevancy determination that relies on predetermined word weights and number of occurrences of each word. Nor does the prior art teach or suggest adding those courses that have scores above a predetermined inclusion limit. ✓

Therefore, it is respectfully believed that Claim 7 patentably defines over the cited art.

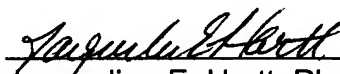
Claims 8 and 9 recite the steps of permitting an administrator to set mapping criteria (Claim 8) and to select metadata elements for consideration in the mapping step (Claim 9). ✓
None of the cited art is believed to teach an ability for the administrator to manually select mapping parameters for addressing a skill gap.

Therefore, it is respectfully believed that Claims 8 and 9 patentably define over the cited art.

Conclusions

Applicants respectfully submit that the above amendments place this application in a condition for allowance, and passage to issue is respectfully solicited. The Applicants and the undersigned would like to again thank the Examiner for her efforts in the examination of this application and for reconsideration of the claims as amended in light of the arguments presented. If the further prosecution of the application can be facilitated through telephone interview between the Examiner and the undersigned, the Examiner is requested to telephone the undersigned at the Examiner's convenience.

Respectfully submitted,



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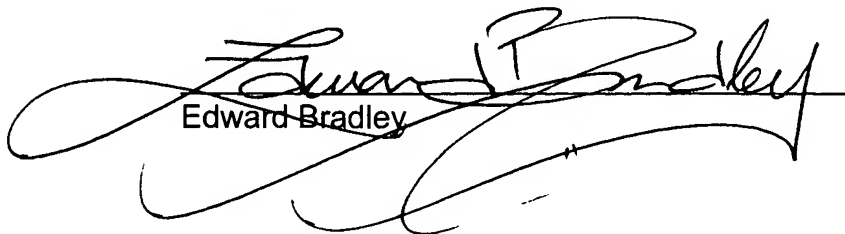
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CERTIFICATE OF MAILING

I hereby certify that the foregoing is being deposited with the United States Postal Service as first class mail in an envelope addressed to the Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450, this 15th day of October, 2003.



Edward Bradley